



STATE OF HAWAII  
KA MOKU'ĀINA O HAWAII  
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS  
KA 'OIHANA PONO LIMAHANA

April 7, 2026

To: The Honorable Chris Todd, Chair,  
The Honorable Jenna Takenouchi, Vice Chair, and  
Members of the House Committee on Finance

Date: Tuesday, April 7, 2026  
Time: 2:00 p.m.  
Place: Conference Room 308, State Capitol

From: Jade T. Butay, Director  
Department of Labor and Industrial Relations (DLIR)

**Re: S.B. 3082 S.D. 1 H.D. 1 RELATING TO MILITARY FAMILIES**

**I. OVERVIEW OF PROPOSED LEGISLATION**

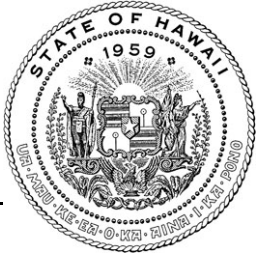
The **DLIR supports** this measure as it aligns Hawai'i's Family Leave Law (HFL) with federal standards and addresses the needs of families impacted by military service. Authorizing eligible employees to take family leave for a qualifying military exigency ensures that workers can respond to urgent situations related to active-duty service without jeopardizing their employment. Adding a clear definition of "qualifying military exigency" in §398-1, consistent with Title 29, Code of Federal Regulations §825.126, provides clarity and uniformity.

**II. CURRENT LAW**

Chapter 398, HRS, provides four weeks of family leave for eligible employees of employers with 100 or more employees, upon the birth or adoption of a child of the employee; or to care for the employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent with a serious health condition.

**III. COMMENTS ON THE SENATE BILL**

This measure extends protected leave under the HFL to allow an employee to take family leave for a qualifying military exigency of an employee's child, spouse, reciprocal beneficiary, sibling, grandchild, or parent in the United States Armed Forces. This amendment recognizes the unique challenges faced by families of service members and strengthens Hawai'i's commitment to supporting military families.



**DEPARTMENT OF BUSINESS,  
ECONOMIC DEVELOPMENT & TOURISM**  
KA 'OIHANA HO'OMOHALA PĀ'OIHANA, 'IMI WAIWAI  
A HO'OMĀKA'IKAI

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Statement of  
**LAURIE MCALLISTER MOORE**  
**Executive Director**  
Military and Community Relations Office  
Department of Business, Economic Development and Tourism  
before the  
**HOUSE COMMITTEE ON FINANCE**

Tuesday, April 7, 2026  
2:00 PM  
State Capitol, Conference Room 308  
**TESTIMONY IN SUPPORT OF SB3082 SD1 HD1**  
**RELATING TO MILITARY FAMILIES.**

Chair Todd, Vice Chair Takenouchi, and Members of the Committee:

On behalf of the Military and Community Relations Office (MACRO) within the Department of Business, Economic Development and Tourism, I respectfully submit testimony in **strong support** of this measure to expand Hawai'i's family leave law to include qualifying military exigencies.

MACRO sees firsthand the often unpredictable demands military life places on families. Short-notice deployments, relocation orders, mandatory briefings, and urgent legal, financial, or childcare arrangements frequently require immediate time away from work. These responsibilities are not optional, they are simply part of supporting a loved one's service to our country. Yet, under current state law, these circumstances are not formally recognized as qualifying leave, often requiring employees and employers to rely on ad hoc arrangements rather than clear, consistent policy.

Aligning state law with established federal standards provides clarity for employers, consistency for employees, and ensures that Hawai'i's military families receive the same baseline protections already available elsewhere.

From a community and readiness perspective, the benefits are practical and immediate. When families have clear, reliable leave options to handle deployment preparations, childcare transitions, and essential administrative requirements, service members can focus on their missions and households experience less disruption and stress. Supporting family stability in this way strengthens force readiness, workforce continuity, and the overall well-being of Hawai'i's communities.

This bill represents a reasonable, targeted update that reflects the realities of military life in our state and demonstrates Hawai'i's continued commitment to those who serve and the families who stand beside them. MACRO respectfully urges your support.

Mahalo for the opportunity to testify.